

HUDSON, NH BOARD OF SELECTMEN

Minutes of the March 3, 2020 Workshop Meeting

1. CALL TO ORDER - by Chairman Morin for the meeting of March 3, 2020 at 7:00 p.m. in the Selectmen's Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE led by Chairman Morin
3. ATTENDANCE
Board of Selectmen: David Morin, Kara Roy, Marilyn McGrath, Roger Coutu and Normand Martin

Staff/Others: Steve Malizia, Town Administrator; Bill Avery, Police Chief; Jill Laffin, Executive Assistant
4. DISCUSSION
 - a) Who should fill in for Town Administrator in his absence

Chairman Morin started by saying, we'll open our discussion of who should fill in for the Town Administrator in his absence. How this came about was while Mr. Malizia was on vacation last week, two questions came up. Selectman McGrath and I also had one and at that point we weren't sure where we were going to go. So that's why this was put onto a workshop tonight, to discuss this and try to figure out where we're going to go into the future. This would also relate to when Mr. Malizia, in his absence, if we had some type of incident or anything to his position on the incident command team for the Town and we need to have somebody fill in for him at that time if he was not available. That's a very important positions also because many things can come from that position to help in the command status. Anybody have any comments that want to start off?

Selectman Coutu said, if I might Mr. Chairman, Mr. Malizia, as I recall in the past, the Board of Selectmen upon preceding your absence, a known absence, we knew you're going to be on vacation or whatnot, an employee of the Town was appointed. I know Jim Michaud was acting at one time, KC was acting at one time. Well, I walked into the building and they were acting administrators. They provided that information to me. Mr. Malizia interjected saying, I'm just telling you, I've never formally designated Jim Michaud as the person in my absence. To which Selectman Coutu replied, the Board of Selectmen, not you. Mr. Malizia replied, oh, maybe the Board did something I'm not aware of. Selectman Coutu replied, I'm not talking about you did it. You might have suggested but I don't remember having those conversations with you. I know the Board had appointed, I believe KC on one occasion. Mr. Malizia replied, maybe on one occasion, I don't remember Jim Michaud on any occasion. Not to speak ill, I just don't remember it. Selectman Coutu replied, I'm not saying that in a negative fashion, I'm just saying that I'm pretty sure the Board appointed him. Mr. Malizia responded saying, in some number of years you've had at one point, and it's been a few years, an Assistant Town Administrator. That was obviously the position and then the Community Development Director typically would be the fill in, in my absence. Selectman Coutu responded saying okay, so there not having been established

apparently, any formality, it never became a serious discussion because nobody ever made a big deal about it. Not that this is a big deal, with all due respect, it's not. We should have somebody appointed because we don't have an Assistant Town Administrator and personally I feel that someone should be the designee and I would rely on the Town Administrator providing information about who would best serve in that position based on his knowledge of the employees and department heads, which one would be best suited. I don't think the Fire Chief nor the Police Chief have the time to fill in as Town Administrator, so that's where I would go Mr. Chairman.

Chairman Morin said, that's what we need to discuss because I believe whoever we appoint, we need to have some type of document for them so they understand what they're going to be doing and we probably should bring them to the Board so we can discuss it with them. With the Police and Fire Chiefs for what they're going to be doing, they're not going to be, and this is only my feelings, they're not going to be sitting over there in his chair. They're just going to be if there's a questions that will be the go to person and in the Police and Fire Chiefs positions they both have Fire Department has two Deputy Chiefs who already fill in for the Chief when there's an issue and the Police Department who have two Captains for that Chief. But for administrative wide. In that case, they would be able to fit in, fill in that position, and also if there was some type of incident where they had to do their police duties or their fire duties, they could still act in that position and their Deputies and Captains could fill in for them. Correct Chief? To which Chief Avery replied, that's correct. Just throwing that out.

Chairman Morin recognized Selectman McGrath who said, so, I think the idea of having Steve present us with people that he thinks would be capable of filling in that role is an appropriate way to handle this. That's number one. Number two, I think if we're going to get into discussing individuals, by name, we need to do that in non-public. Chairman Morin asked, is everybody good with that? Selectman Coutu asked, what is the formality now? What are we instructing him to do? Just come in with names? The Chairman responded saying, I don't see why we can't discuss this tonight unless Mr. Malizia is not ready. Mr. Malizia replied saying, we can discuss it tonight if the Board wishes to. Chairman Morin said, we will go into non-public. I just wanted to make sure everybody had their comments in public before we do, that's all.

5. NONPUBLIC SESSION

Motion by Selectman McGrath, seconded by Selectman Martin, to enter Nonpublic Session pursuant to RSA 91-A:3 II (a) The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted and also pursuant to RSA 91-A:3 II (c) Matters which if discussed in public, would likely affect adversely the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting. This exemption shall extend to any application for assistance or tax abatement or waiver of a fee, fine, or other levy, if based on inability to pay or poverty of the applicant, carried 5-0 by roll call.

Chairman Morin entered Nonpublic Session at 7:07 p.m. thus ending the televised portion of the meeting. Any votes taken upon entering open session will be listed on the Board's next agenda. The public is asked to leave the room.

Chairman Morin entered open session at 8:55 p.m.

6. ADJOURNMENT

Motion to adjourn at 8:56 p.m. by Selectman Martin, seconded by Selectman Roy, carried 5-0.

Recorded by HCTV and transcribed by Jill Laffin, Executive Assistant

David S. Morin, Chairman

Kara Roy, Vice-Chairman

Marilyn E. McGrath, Selectman

Roger E. Coutu, Selectman

Norman G. Martin, Selectman